

FY 19/20 Step Implementation Summary

Positions	Employee Count	Step Cost	2.44% Cost
Building Service Helper I	277	\$ 910,506.35	\$ 175,452.58
Building Service Helper II	56	\$ 163,851.55	\$ 49,263.89
Food Service Assistant	436	\$ 873,043.95	\$ 158,679.12
Food Service Assistant In Charge	52	\$ 197,344.64	\$ 23,335.59
School Kitchen Manager Trainee	9	\$ 11,595.94	\$ 4,736.42
School Kitchen Manager I	9	\$ 18,075.81	\$ 5,479.65
School Kitchen Manager II	33	\$ 78,203.08	\$ 21,298.13
School Kitchen Manager III	13	\$ 27,923.16	\$ 10,101.85
Central Kitchen Manager I	4	\$ 9,506.64	\$ 3,306.97
Children's Health Assistant	305	\$ 423,077.53	\$ 141,365.59
School Nursing Associate	31	\$ 71,043.16	\$ 28,029.90
Paraprofessional	1476	\$ 2,067,782.04	\$ 726,763.25
Safety Assistant	272	\$ 412,878.95	\$ 168,278.58
Bookkeeper 10 Month	19	\$ 51,992.00	\$ 15,580.30
Bookkeeper 12 Month	7	\$ 35,158.67	\$ 7,185.63
General Education Assistant /Childcare Worker	28	\$ 29,108.17	\$ 11,895.72
Clerical	345	\$ 770,300.63	\$ 275,619.91
Total	3372	\$ 6,151,392.26	\$ 1,826,373.08
Implementation Cost		\$ 4,325,019.18	

Building Service

Steps	Building Service Helper	Building Service Helper II
0	\$ 13.12	\$ 16.25
1	\$ 13.62	\$ 16.75
2	\$ 14.12	\$ 17.25
3	\$ 14.62	\$ 17.75
4	\$ 15.12	\$ 18.25
5	\$ 15.62	\$ 18.75
6	\$ 16.12	\$ 19.25
7	\$ 16.62	\$ 19.75
8	\$ 17.12	\$ 20.25
9	\$ 17.62	\$ 20.75
10	\$ 18.12	\$ 21.25

Years	Step
0	1
1	1
2	2
3	2
4	3
5	3
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9	5
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12	7
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16	8
17	9
18	9
19	9
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21	10
22	10
23	10
24	10
25	10
26	10
27	10
28	10
29	10
30	10
31	10
32	10
33	10
34	10
35	10
36	10
37	10
38	10
39	10
40	10

Clerical

Step	A3E	A3A	A4E	AF3	AF5	AF7
0	\$ 15.25	\$ 14.50	\$ 16.33	\$ 15.76	\$ 18.21	\$ 22.03
1	\$ 15.83	\$ 15.08	\$ 16.99	\$ 16.31	\$ 18.85	\$ 22.62
2	\$ 16.41	\$ 15.66	\$ 17.66	\$ 16.86	\$ 19.48	\$ 23.20
3	\$ 16.99	\$ 16.24	\$ 18.32	\$ 17.42	\$ 20.12	\$ 23.79
4	\$ 17.57	\$ 16.82	\$ 18.98	\$ 17.97	\$ 20.76	\$ 24.37
5	\$ 18.15	\$ 17.40	\$ 19.65	\$ 18.52	\$ 21.40	\$ 24.96
6	\$ 18.73	\$ 17.98	\$ 20.31	\$ 19.07	\$ 22.03	\$ 25.54
7	\$ 19.31	\$ 18.56	\$ 20.97	\$ 19.62	\$ 22.67	\$ 26.13
8	\$ 19.89	\$ 19.14	\$ 21.63	\$ 20.18	\$ 23.31	\$ 26.71
9	\$ 20.47	\$ 19.72	\$ 22.30	\$ 20.73	\$ 23.94	\$ 27.30
10	\$ 21.05	\$ 20.30	\$ 22.96	\$ 21.28	\$ 24.58	\$ 27.88

Years	Step
0	1
1	1
2	2
3	2
4	3
5	3
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9	5
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12	7
13	7
14	8
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16	8
17	9
18	9
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22	10
23	10
24	10
25	10
26	10
27	10
28	10
29	10
30	10
31	10
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35	10
36	10
37	10
38	10
39	10
40	10
41	10
42	10
43	10

Children's Heath Aids

Steps	Children's Health Assistant
0	\$15.52
1	\$16.02
2	\$16.52
3	\$17.02
4	\$17.52
5	\$18.02
6	\$18.52
7	\$19.02
8	\$19.52
9	\$20.02
10	\$20.52

Years	Step
0	1
1	1
2	2
3	2
4	3
5	3
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9	5
10	6
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12	7
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14	8
15	8
16	8
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21	10
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26	10
27	10
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31	10
32	10
33	10
34	10
35	10
36	10
37	10
38	10
39	10
40	10

School Nurse Associates

Steps	School Nursing Associate
0	\$23.01
1	\$23.76
2	\$24.51
3	\$25.26
4	\$26.01
5	\$26.76
6	\$27.51
7	\$28.26
8	\$29.01
9	\$29.76
10	\$30.51

Years	Step
0	1
1	1
2	2
3	2
4	3
5	3
6	4
7	4
8	5
9	5
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12	7
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36	10
37	10
38	10
39	10
40	10

Educational Assistants - Paraprofessionals

Steps	Paraprofessional
0	\$ 16.32
1	\$ 16.72
2	\$ 17.32
3	\$ 17.92
4	\$ 18.52
5	\$ 19.12
6	\$ 19.72
7	\$ 20.32
8	\$ 20.92
9	\$ 21.52
10	\$ 22.12

Gen Ed Asst-\$15

Childcare Worker-\$15

Years	Steps
0	1
1	2
2	2
3	3
4	3
5	3
6	4
7	4
8	5
9	5
10	6
11	6
12	7
13	7
14	8
15	8
16	8
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27	10
28	10
29	10
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31	10
32	10
33	10
34	10
35	10
36	10
37	10
38	10
39	10
40	10
41	10
42	10

Educational Assistants - Safety Assistants

Step	Safety Assistant
0	\$15.25
1	\$15.63
2	\$16.21
3	\$16.79
4	\$17.37
5	\$17.95
6	\$18.53
7	\$19.11
8	\$19.69
9	\$20.27
10	\$20.85

Years	Steps
0	1
1	2
2	3
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39	10
40	10
41	10
42	10

Bookkeepers

Steps	Bookkeeper 10	Bookkeeper 12
0	\$19.63	\$18.12
1	\$20.26	\$18.70
2	\$20.88	\$19.27
3	\$21.51	\$19.85
4	\$22.13	\$20.43
5	\$22.76	\$21.00
6	\$23.38	\$21.58
7	\$24.01	\$22.16
8	\$24.63	\$22.74
9	\$25.26	\$23.31
10	\$25.88	\$23.89
*11	\$26.06	\$24.06

*11th step is for some "red circled" employees that were "over schedule" w/ 2.44%

Years	Step
0	0
1	1
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Food Service

Steps	Food Service Assistant	Food Service Assistant In Charge
0	\$12.94	\$13.34
1	\$13.44	\$13.84
2	\$13.94	\$14.34
3	\$14.44	\$14.84
4	\$14.94	\$15.34
5	\$15.44	\$15.84
6	\$15.94	\$16.34
7	\$16.44	\$16.84
8	\$16.94	\$17.34
9	\$17.44	\$17.84
10	\$17.94	\$18.34

Steps	School Kitchen Manager Trainee	School Kitchen Manager I
0	\$13.44	\$15.00
1	\$13.94	\$15.50
2	\$14.44	\$16.00
3	\$14.94	\$16.50
4	\$15.44	\$17.00
5	\$15.94	\$17.50
6	\$16.44	\$18.00
7	\$16.94	\$18.50
8	\$17.44	\$19.00
9	\$17.94	\$19.50
10	\$18.44	\$20.00

Steps	School Kitchen Manager II	School Kitchen Manager III	Central Kitchen Manager I
0	\$16.00	\$17.50	\$19.00
1	\$16.53	\$18.03	\$19.53
2	\$17.05	\$18.55	\$20.05
3	\$17.58	\$19.08	\$20.58
4	\$18.10	\$19.60	\$21.10
5	\$18.63	\$20.13	\$21.63
6	\$19.15	\$20.65	\$22.15
7	\$19.68	\$21.18	\$22.68
8	\$20.20	\$21.70	\$23.20
9	\$20.73	\$22.23	\$23.73
10	\$21.25	\$22.75	\$24.25

Years	Step
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